

AN EXPLORATION OF INDIVIDUAL ADAPTATION WITH DISABILITY IN THE WORKPLACE

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ABSTRACT

This study explores the individual adaptation experiences of disabled graduates in corporate-level organizations, emphasizing the necessity of cooperation among employers and co-workers for success. This qualitative study employs a phenomenological approach to investigate the unique adaptation experiences of graduates with disabilities enrolled in the career skills program. Twelve (12) individuals were involved in this study. Data were gathered through semi-structured interviews and conducted in a focus group format. The data were then thematically analyzed based on the categories that emerged from the analysis. Results reveal diverse individual adaptation strategies enhancing work performance, categorized into three themes: behavioral adaptability, cognitive adaptability, and affective adaptability. Participants tackled challenges by seeking help, demonstrating proactive social attitudes, and embracing learning opportunities. Cognitive adaptability involved cultivating positive thinking and drawing comparisons with others with disabilities, while affective adaptability strategies included sharing problems, socializing, consuming motivational content, and practicing patience with feedback. This study underscores the significance of personal adjustment in occupational performance and proposes innovative empowerment strategies for individuals with disabilities, aiming to enhance their adaptability and competitiveness. By shedding light on the impact of adaptation, the research advocates for collaborative efforts among employers, co-workers, and individuals with disabilities to facilitate successful adaptation processes in corporate environments.

Keywords: Adaptability, Disability, Employability, Job Skills, Qualitative Research, Malaysia.